

Monday, October 7, 2013
www.feweek.co.uk

Bravo for principal kickboxing effort



Anthony Bravo, principal of Basingstoke College of Technology, took part in 120 kickboxing fights in aid of The Royal Marsden Cancer Charity. See www.feweek.co.uk for the full story

Pictures by Nick Linford

Are you red or green?



Let us know where you stand in the apprenticeships tax credits debate (and win an FE Week mug)

inside...

New loans being used for leisure

FE Week Exclusive

Chris Henwood

@Chris_Henwood

The government's £232m pot of cash for FE loans could be going on courses not aimed at getting people into a job or higher education, *FE Week* has learned.

The cash was set aside by the Skills Funding Agency to fund provider "loan facilities" as part of the new 24+ advanced learning loans system, launched two months ago.

But *FE Week* has found loans being used to fund leisure-focussed courses, despite apprenticeship loan applications failing to take off.

Shadow Skills Minister Gordon Marsden has told of his concerns the

loans may not be getting directed towards "retraining" and "reskilling". "I will be asking the agency to look into the information *FE Week* has brought to light," he said.

It comes amid a government review of adult qualifications by Nigel Whitehead, BAE Systems group managing director of programmes and support.

Skills Minister Matthew Hancock told *FE Week*: "One of my goals in reviewing qualifications has always been to ensure they have a clear line of sight to work."

He added: "We plan to deliver that through traineeships and there's no reason that adult qualifications should be any different."

Among the leisure-focussed courses being advertised with the loan

offer is a level three Royal Horticultural Society certificate in horticulture. It covers "practical skills" such as planting and pruning.

It is run at, among others, Bicton College, in Devon, where it is taught on a Monday afternoon.

The college has promoted its 24+ loans courses on Twitter with the hashtag #itsnevertoolate, and also advertises an NCFE certificate in creative craft, for learners to "explore and develop your latent creative potential" every Monday morning.

A 24+ government loan of £940 is needed to enrol, while the horticulture course is £750.

Jenny Tyrrell, head of marketing at Bicton College, said: "The college's focus is always on enabling individuals to upskill in order to secure

employment or move into higher education and we only offer approved courses to our learners.

"Those who have completed courses, whether in agriculture, horticulture, or in numerous other areas, at Bicton College have gone on to build their own businesses, gain employment or achieve career change ambitions."

She said there was a "very clear skills shortage in areas such as horticulture, and the vast majority of our students leave college into careers or higher education courses of their choice".

Loans are used to pay course fees for those aged 24+ studying at levels three or four.

Course costs used to be halved between the learner and the govern-

ment, but are now, in theory, paid in full by the learner.

However, to ensure such courses are free at the point of entry, the government pays fees up-front in the form of a loan for 100 per cent of the costs — in effect doubling the initial outlay from the public purse.

There is no suggestion Bicton, which has a loans facility and bursary allocation of £102,409, has broken any loans rules because there is no official stipulation that loans must be used on courses aimed at getting people jobs or into higher education.

But with more than 3,000 loan applications having been submitted for level three certificates, there is concern providers' finite loan facili-

Continues on page 2

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Top £20m traineeship cash tweets:

@PaulW153
“Extra £20m will be available for #Traineeships programme to support even more young people into work” Unless they are 16-18, of course

@Mikecoxone
More money for #traineeships I wonder where it has come from ... #downthebackofthesofa

@JerryWhiteCCN
Always welcome additional funding to sector, but what exactly will extra £20m for Traineeships be for?

@SteveBesley
Looks like Government keen to give Traineeships a prod

@StephW2W
Additional funding announced for traineeships ... Does this actually equate to more young people participating?

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Labour sticks with forced apprentice plan

Paul Offord
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Business leaders have attacked Labour leader Ed Miliband’s plans to make firms train a “local” apprentice for every foreign worker they employ.

John Longworth, director general of the British Chambers of Commerce, labelled the proposal an “apprentice tax” on employers.

He said: “Businesses need to be able to choose the talents and resource they need and sometimes cannot find in the UK. This immigration benefits Britain. This is an apprentice tax on employers.”

Meanwhile, the Confederation of British Industry said the plan — which Labour claim would produce up to 125,000 new apprentices — was unnecessary, as firms wanted to take on more apprentices regardless of immigration.

Neil Carberry, director of employment and skills, said: “These proposals could add to red tape. If we want to get more businesses offering apprentices, it will be crucial to keep bureaucracy to a minimum.”

It comes just days after the Hays’ Global Skills Index 2013 report called for a review of immigration policies to attract more skilled overseas workers.

It warned expanding industries, such as energy, IT and construction, had been unable to find enough skilled workers in the last year to fill their vacancies.

The report has cast further doubt on Labour’s proposal, which, it is argued, could deter firms from employing skilled immigrants. Even Labour’s own House of Commons

Business, Innovation and Skills Select Committee chair Adrian Bailey conceded the policy needed “a lot more work”.

“This has the potential to allow overseas workers to fill short-term skills gaps, but it could also encourage more domestic apprentices to be taken on to meet long-term skills needs,” he said.

“Concerns have been expressed about the policy. The Labour shadow team obviously needs to do a lot more work with industry to ensure this can be done in a way that will benefit all sides.”

Mr Miliband announced the proposal two weeks ago before Labour’s Brighton conference.

But Tory Skills Minister Matthew Hancock swiftly dismissed the idea, claiming it would be illegal under EU law to force firms to take on British-only apprentices.

Labour retaliated by insisting Mr Miliband meant firms would have to hire apprentices from EU countries — which would not be illegal.

And Shadow Immigration Minister Chris Bryant appeared to further soften the party’s position in a blog for the Huffington Post on Wednesday.

He said: “We will ensure companies have to invest in training local people, by requiring firms that wish to bring in workers from outside the EU offer apprenticeships in return.”

A spokesman for Labour’s leadership team insisted the party was standing by the original policy.

He said: “We will require every large firm hiring a migrant worker from outside the EU to offer an apprenticeship in return.”

Minister boosts traineeships with £20m – but only for 19 to 23s

Rebecca Cooney
@RebeccaKCooney

An extra £20m funding will be available for over 19 traineeships, but there is no new cash for 16 to 18-year-olds despite a “pressing” need.

The funding, announced by Skills Minister Matthew Hancock on Thursday, is for the government’s flagship scheme which offers learners work experience alongside English, maths and employability training.

The cash has been welcomed by the sector, but some people have expressed concerns that it will be restricted to the programme for 19 to 23-year-olds.

A Department for Business, Innovation and Skills spokesperson said the money was “additional funding, re-prioritised from existing budgets outside of the adult skills budget,” but was unable to comment more specifically on where the funding had come from.

“The additional funding has been made available by the Skills Funding Agency for

provision to those aged 19 and over,” he added.

“This funding will be available to eligible providers of all types including colleges and private training organisations.”

At least one college has turned down the opportunity to provide traineeships for 16 to 18-year-olds since the scheme started in August, citing a lack of government funding as reported by FE Week last month.

ASCL general secretary Brian Lightman (pictured) said: “We are very disappointed to hear this funding is only available for post 19-year-olds, when the pressing need is for younger students to have access to this important route into apprenticeships and higher level training.”

Dr Mary Bousted, general secretary of the Association of Teachers and Lecturers, said: “It seems bizarre not to fund traineeships for all under-24s because all unemployed young people need help to get a job.

“This is another illustration of the government’s disjointed policy-making on the hoof.”

She added: “It may grab the headlines, but

Continued from front...

ties could be heading away from job-focussed programmes, such as advanced and higher-level apprenticeships.

These have seen a total of just 77 loan applications — compared to an expected figure for 2013/14 of around 25,000.

Mr Marsden said: “The details FE Week has uncovered are indeed worrying, even if they prove to be isolated examples. If they are part of a trend in which funding for 24+ loans is not helping to progress reskilling and retraining, then that would be of even more concern.”

A joint statement from the Department for Business, Innovation and Skills and the agency said: “The value, rigour and relevance of qualifications is currently the subject of a major review being led by Nigel Whitehead as part of government’s drive to make the further education system responsive to the needs of employers and the wider economy.”

See editorial on page 4

News in brief

K College shortlist

MidKent College, Portsmouth’s Highbury College and East Kent College are among nine providers invited to develop bids for the troubled K College. They have been whittled down from 30 organisations, including private firms, who sent the Skills Funding Agency a total of 87 expressions of interest (EIs).

K College interim principal Phil Frier said: “Whatever the nature of the organisation that comes in, they will want to see that we are not only managing the finances, but also that we have a plan to improve our student success rates.” The nine short-listed organisations are due give presentations and attend interviews on their bids later this month, with contracts being awarded the following two months.

it won’t work in practice.”

Traineeships were originally announced in January and initially were only for 16 to 18-year-olds.

The extension of the scheme to 19 to 23-year-olds was announced in late June and assistant chief executive of the Association of Colleges Julian Gravatt told FE Week this had caused “uncertainty” and “had an effect on numbers” on the programme.

He said: “The decision to allocate £20m to support employers and independent training providers will help to drive up numbers, but it is important the government does not overlook the way in which colleges can make a difference in helping young adults from all backgrounds move out of unemployment and into work.

“We are continuing to push the agency to ensure funds are available for colleges where needed.”

Elmfield director quits during BBC investigation

Chris Henwood
@Chris_Henwood

Former Elmfield chief executive Ged Syddall (pictured) has quit as the firm’s director — but remains its majority shareholder — amid a BBC investigation into alleged malpractice.

A Newsnight probe, supported with information uncovered by FE Week, was due to be aired on Friday (October 4), focussing on Elmfield’s dealings with workers at supermarket giant Morrisons.

It was alleged Elmfield received public money for courses that employees had declined to take. A Skills Funding Agency (SFA) spokesperson said: “We have received allegations regarding Elmfield.” She added: “We are currently investigating the credibility of these claims and we are not able to comment on specific details during a live investigation.”

A spokesperson for Elmfield claimed investigations had already been carried out and these had uncovered “no evidence of malpractice”.

But, he said: “The board and management of Elmfield take the view that the alleged behaviour described in the selection of emails obtained by Newsnight is unacceptable. Ac-

cordingly, we have asked an independent firm to carry out a further review. This will identify key learning points of how the Morrisons contract was operated and provide recommendations to us as a new board, to ensure that similar mistakes don’t happen again.”

He added: “Elmfield is announcing changes to its board of directors in order to serve the best interests of its learners, clients and funding partners. The majority shareholder, Ged Syddall, has ceased to be a director of Elmfield as of September 27.”

The SFA valued Elmfield’s delivery of Morrison’s apprenticeship contract at £64m, from August 2009 to April this year. Including its Morrison and non-apprenticeship provision, Elmfield delivered £108m-worth of provision to its 379 client businesses for the same period.

Morrisons stopped contracting with Elmfield in August, when NCG (formerly Newcastle College Group) took over the apprentice-shop training contract. Neither Morrisons nor NCG are accused of any wrongdoing.

Mr Syddall resigned as chief executive in July after Ofsted inspectors gave Elmfield a grade four inspection result the previous month having come across “unacceptably

low” results. After ten years in post, and having founded the Cheshire-based independent training provider, he said he took “full responsibility” for the grade.

He said: “Despite many positive findings, the business has received low grades and ultimately as chief executive I take full responsibility for that. I have therefore resigned as chief executive with immediate effect.”

The grading also saw the SFA issue the firm with a notice of serious breach. A condition of the notice was that Elmfield cannot start any new learners with either new or existing employers or apply for more government funding.

“Success rates in the apprenticeship programmes experienced a considerable decline last year and a high proportion of learners within the Morrisons’ contract did not complete the full framework,” said the Ofsted report. “Furthermore, the number of learners who completed their apprenticeship in the planned time fell to an unacceptably low level of 33 per cent.”

The inspection report came just months after FE Week reported how Elmfield’s success rates showed 47.5 per cent of its 13,420 leavers in the retail and wholesale sector; aged



25+, walked away as qualified apprentices in 2011/12.

In April 2012, Mr Syddall gave evidence to the Business, Innovation and Skills Select Committee.

He told MPs Elmfield’s entire income of £30m in 2011/12 came from the SFA.

Mr Sydall also defended his £3m dividend.

In the same month Elmfield appeared in a Panorama investigation called The Great Apprentice Scandal.

Ofsted inspectors will return to Elmfield in the autumn to see if it has improved.

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Editor’s comment

Loans not meant for leisure

Should limited public funding be used for level three gardening and creative craft courses that are taught for half a day a week — even if the funding is paid back?

You might think yes, but what if the loan funding (or “facilities”) runs out?

This could mean there is nothing left for those wanting to study access to higher education courses or become apprentices.

The stats already indicate that there have been more applications for leisure courses than for apprenticeships.

And with more than 35,000 applications by the end of August — and September likely to be the busiest month for applications — it seems likely the loan funding will indeed be exhausted soon.

But if, like me and seemingly the Skills Minister, too, you think loans should be prioritised for adults wanting to go to university, into work or to do an apprenticeship, then this needs looking into.

The first thing the government should do is provide more detail on who and what loan applications are for.

Providers are screaming out for market analysis as to what is popular, and it would also help establish how significant the leisure course issue is.

From there the sector should come together to look at whether these loans should be directed at specific programmes.

Only then can we ensure funding ends up where it is most needed.

Nick Linford, editor

Correction

It would be a tad naughty, not to mention incorrect, to say Lynne Sedgmore was behind a reader’s direction at the foot of her expert piece last week.

It was on 157 Group membership and the direction was ‘See Movers & Shakers on page 11’. That should have read page 13.

Meanwhile, campus round-up fans may have been left scratching their heads by the omission of key details in a piece about junior hairdresser Arturo Ruiz and his new job at the Harrods Salon.

It neglected to mention that Arturo is 29 years old and he studied an NVQ level two in hairdressing at Kensington and Chelsea College.

Have you spotted something wrong with this edition of FE Week?

If so, feel free to tell us about it, including the page number and story headline, and explain what the problem is. Email us at news@feweek.co.uk with Corrections in the subject line.



Foundation rejects non-competitive bids

Rebecca Cooney

@RebeccaKCooney

The Education and Training Foundation is binning contract bids it received under its old non-competitive tendering process.

Foundation interim chief executive Peter Davies told FE Week last month that contracts would have to be awarded through a competitive process in future.

And now, because of this, a number of bids already submitted for a share of the foundation’s £18m government funding, to carry out research and development, are being binned.

The announcement was made in a letter published on Thursday on the foundation’s website and was the result of a board meeting on Friday, September 27.

“We will not be able to proceed with the majority of the bids for work the foundation has received from across the sector, some of which we initially asked for, which were more speculative in nature,” it said in the letter, co-signed by Mr Davies and foundation interim chair David Hughes.

It follows £75,000-worth of contracts being awarded to member organisations such as the Association of Colleges and the National Institute of Adult Continuing Education through a non-competitive process. It is understood these contracts will remain in place.

But, it said in the letter: “We have always been keen to be an open and transparent organisation and these values underpin the way we want to commission delivery.”

To achieve this, non-competitive processes with only a single bid would only happen “in exceptional circumstances”.

The letter continued: “All other work will be subject to competition, either through separate open tenders or framework agreements.”

It went on to say the foundation, the FE and skills sector’s self-improvement body, would not commission work based on speculative bids from organisations.

However, such bids may be used to generate tenders “if the proposal fits with our objectives and agreed overall plans”.

“Accordingly, It added that, to avoid disruption, the foundation would be looking at some limited “continuation programmes and pump priming activities” for which it would offer three to nine-month contracts. These contracts could then be extended through a competitive tendering process.

“In this way, we can balance the need to keep work happening, with the need to be open and fair in our commissioning,” the letter said.

Areas eligible for these short contracts would be programmes of work which had

previously been funded by the Learning and Skills Improvement Service, the Skills Funding Agency, and the Department for Business, Innovation and Skills (BIS).

Other eligible projects included those in line with the foundation’s “mission” and key priorities or where the body of work was finished but “needs some further limited activity to ensure it is available to the foundation or the sector”.

It was acknowledged that time would have been wasted putting together bids that are binned, but certain organisations had submitted proposals the foundation still wanted to pursue.

These could end up composing documents explaining their ideas and inviting other bodies to bid for contracts to turn them into reality.

They would be free to enter the bidding process, but the letter warned there would be no bias towards them winning the contracts.

Contracts that could be put up for tender in the near future cover Teach Too, traineeship and apprenticeship support programmes, National Occupational Standards for teachers and practitioner-led research projects.

Government funding for the foundation, excluding VAT, is £18.8m for August to April next year, and the same figure again for 2014-15.

Your comments on our big stories

24+ loan applications up 46 per cent a-month

The apprenticeship take up should come as no surprise, AELP and others were predicting the demise of 24+ apprenticeships 18 months in advance of the launch of the loans system so where BIS got 25,000 as a year one target is crazy or perhaps they were hopeful the emperor was wearing his clothes on that particular day. The government needs to completely revamp the 24+ loans offer for level three+ apprenticeships in light of the early indicators and start listening to

the sector.
Terry Fennell

If adults have a choice to take a loan out for a full apprenticeship framework, or for the core level three qualification which will help them get a job or progress in work, it is hardly surprising we are seeing the big numbers choose the latter course. People are making rational market choices.

Rob Wye

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FE Week profile

Lynsi Hayward-Smith ~ her story

Rebecca Cooney

@RebeccaKCooney

The head of adult learning and skills at Cambridgeshire County Council and Education and Training Foundation board member talks to FE Week

The tale of Lynsi Hayward-Smith’s journey into FE management, she says, “is an ongoing story of being excited by what I do”.

“Any challenge, any opportunity, I’m always interested,” she says.

“I’ve never been in the same job for very long. I’ve been in the same organisation, but I’m always thinking what can we do here, what changes can we make, how can we make things better.”

But change has not always been her friend. Now aged 60, Hayward-Smith harboured dreams of becoming a ballerina in her youth, but then she grew too tall.

“The maximum height was 5ft 6 and I’m 5ft 7, which was slightly devastating at the time,” she says, ruefully.

Her second career choice — a primary school teacher — was influenced by her childhood, when her family moved frequently due to her father, Henry’s job as a public sector architect.

“I was born in Worcester and then moved around the country — a bit of time in Hertfordshire, a bit of time in Yorkshire, a bit of time in Essex, where I live now,” explains Hayward-Smith, who has two grown up children — Lucy, aged 32, and Lily, 27.

She now lives in a converted 17th century barn, “with roots and beams— it’s a home that feels like a home,” she says.

And having roots is important to Hayward-Smith, “particularly when I was bringing my children up, I didn’t really want them to have the kind of experience I did of having to be the new girl eight times,” she says.

She adds: “I went to, I think, a total of eight different schools.

“I was aware of teachers and how important they were, as they were the people I first knew in those schools... and they had different skills and qualities.

“I was doing a bit of an evaluation and thinking ‘I could do that’, although I didn’t have that in my ambitions then — I was still being a ballerina at the time. I could see there were some teachers who just got it right and made you feel like you’d got potential.”

Hayward-Smith credits one of those many teachers, a “Mrs Stewart,” with inspiring her love of poetry, particularly, she says, WB Yeats and Russian poet Yevgeny Yevtushenko.

“Mrs Stewart loved poetry and she really switched me on to it,” she says.

“But she brought alive for me the idea of how prose and poetry can communicate ideas in this very beautiful way.”

So could writing have been another career path for Hayward-Smith?

“I wrote reams of dreadful poetry,” she admits, laughing, but says she hasn’t attempted a

novel, “yet — but there’s always hope”.

With so many possible directions, it’s no wonder that Hayward-Smith’s working life has been somewhat varied.

She completed her teacher training at Hock-erill Teacher Training College in 1974 and took up a job in a Lancashire primary school that she “absolutely loved”.

From there she moved into the role of community liaison teacher, working across three different schools with children who found school challenging, and it was during this job that “things really took off”.

“I really enjoyed that, being able to help them make connections, help them resolve their problems, see them move on, change and develop,” says Hayward-Smith.

She continued in this role until the birth of her children.

“I didn’t take very much of a gap,” says Hayward-Smith.

“I was asked to work in the voluntary sector running the East Herts Community play bus which went out to rural villages where they had absolutely no early years provision, offering activities for families, somewhere for mothers to connect and for young children to learn through play.

“It was a bit of a departure, but something I could really see the value of.

“It gave a whole raft experience of working in a sector where money is tight and we make it go a really long way, learning how to offer something which is of enormous value to people that doesn’t actually involve huge resource but is in the right place at the right time, which was really fulfilling.”

“I am actually a waste of space without the frontline”

And so her move into FE happened “slightly by accident”.

“I was asked to go and speak to a group of young students about the work of the play bus and the lecturer that invited me eventually said ‘why don’t you come and work for us?’,” she explains.

“At the same time I started teaching some adult literacy, again, something which was specifically aimed at people who needed to re-engage with education and come back into it. It



Lynsi Hayward-Smith and (inset) aged 11 with four year old brother Rick in 1964

was a very fulfilling and interesting time.”

Although she is now in management, she says her time teaching has made her keenly aware of the importance of frontline teaching staff in FE.

“I am actually a waste of space without the frontline,” she says.

“We can talk about how we envision [the sector] but if it’s not happening in the classrooms... if learners’ outcomes are not what they need them to be, then we’ve wasted our time.”

She adds: “That’s why the Education and Training Foundation is so important in terms of the professionalisation of the front line.

“I think change is challenging for everyone, but it depends where you are in that change and how much autonomy you have over it.

“I think when you’re making changes you have to go to the person with the least ability to affect the change and find out if it’s alright

with them.”

And this equally applies to the foundation, she says.

“I do think it’s really important that we bring the sector with us.”

But Hayward-Smith has not quite given up teaching. She plans to put a recently-acquired coaching and mentoring qualification to good use, helping her junior county council colleagues.

“I still love it when I get to do some staff development or where I get to go into a class and work with people,” she says.

“It’s about passing on my skills, if you like, but also being able to see a vision of an organisation going in a particular direction.

“It’s taking all of the ingredients that I gathered around me, working on a playbus, working in classroom, working in adult literacy, all those bits of experience and using them to help me shape the future.”

And Hayward-Smith’s plans for her own development include improving her coaching and learning Italian.

“I’ve been in education for 39 years and it’s still fresh and exciting and there are still things I need to do,” she explains.

“I think having aspirations for yourself rubs off on the people around you, if you appear to be satisfied with where you are, that’s not very exciting for the people you’re with.

“If you ever stop developing yourself then the time has come to hang up your whatever’s.”

It’s a personal thing	
Favourite Book? A Suitable Boy by Vikram Seth	If you could invite anyone to a dinner party, living or dead, who would it be? Oscar Wilde, Vita Sackville West [early 20th century openly bi-sexual writer and gardener] and, in case it got boring he could sing to me, Leonard Cohen
What did you want to be when you were younger? A ballerina	What would your superpower be? I would like to get people to see into the future to see their own potential, so I’d be able to say to them “this is what you could be like” — something like A Christmas Carol

Dress to impress or dress to de-stress?



FE INSIDER | Ben Nicholls @bnichollsuk

Former House of Commons Education Select Committee specialist Ben Nicholls is head of policy and communications at London's Newham College. He writes exclusively for FE Week every month.

A little while ago, an acquaintance of mine — a rather dapper management consultant — confessed that he'd been asked to change the way he dressed in the workplace. He'd been at a well-regarded media organisation, and, trying to impress, turned up in a sharp suit, crisp shirt, polished shoes — the works. After a few days, colleagues gently suggested he was dressing “too smartly”. Clearly, trainers, hoodies and jeans were the order of the day — his traditional tailoring was apparently making people feel tense and

unproductive. The days when everyone wore suits, uniforms or overalls to work are firmly over. Organisations now operate every dress code imaginable, from the trendy office where my consultant chum got reprimanded to a city law firm which reportedly warned short-skirted women (“generally looking like we're going clubbing instead of to the office”) to prepare for “uncomfortable discussions” with HR. And it seems as if schools and colleges are just as varied too. In the four places I was educated (and that itself was some time ago), the dress codes varied from prescription grey suit and school tie, through to whatever we wanted. And, while it might be assumed that young people preferred the latter, it doesn't seem quite that simple. At that school — a huge public elementary in East Coast USA — there was real pressure around clothes to constantly be as trendy and up-to-date as your peers, many of whom came from wildly differing economic backgrounds. There were times when I longed for the red jumpers and black trousers of my primary school back across the pond, and I suspect my parents felt the same. And in colleges like those most of us work in, dress codes are rare. Our students wear whatever they want, and certainly at Newham this contributes to a sense of youthfulness and diversity across the campuses. Many of our students have, of course, had less than optimal experiences of previous

education, and sometimes this is because they weren't sufficiently treated like adults — something I've advocated in this column before, and which I know many colleagues across the country feel strongly about, too.

“Perhaps there's a case for lots of us, students and staff, donning a sharper suit a little more often”

Not wearing uniform can be a really important way of nurturing that independence, maturity and self-responsibility. But there's another argument which suggests that a lack of any dress code achieves completely the opposite. Adults, in reality, have to conform to all sorts of dress codes, whether they're required for practical reasons — hairnets for caterers, branded t-shirts for retail staff — or for vaguer notions of officewear, as in the media and law firms mentioned earlier. There are rules and guidelines for parties, for weddings, for travel, for meetings, and for any number of religious and cultural settings. Given that employability skills and preparation for later life are such an important part of colleges' teaching, there's a real argument

that some form of 'business casual' dress code in college could work to students' advantage when it comes to interview time — and at the same time it could, perhaps, make them feel more trusted and respected than a 'free-for-all' dress policy. Of course, many learners already wear uniform of one sort or another, engineers, for example, and construction trainees, and extending that idea might foster a sense of fairness across a college community. Such discussions are active and alive at Newham College, and thoughts or opinions from other institutions would be really welcome. The discussions thrive elsewhere, too, and there is research suggesting that, in fact, the impact of wearing uniform is more positive on achievement in older students than younger. But similarly, much research is inconclusive, including that examining the influence of adults' dress on workplace productivity. As someone who hates wearing a tie, I have my own views on that, but perhaps there's a case for lots of us, students and staff, donning a sharper suit a little more often. Unless, of course, we're planning to work for a large media firm, in which case crack out the Converse.

Ben Nicholls

Upholding need for teacher qualifications

Ruth Mathias raises concern about the government decision, which was implemented earlier this month, to remove the requirement for FE lecturers to have teaching qualifications.

The decision to remove the requirement for teaching qualifications for FE lecturers mean candidates with no prior teacher training, or professional teaching qualifications, could now secure lecturing roles in FE colleges. Widespread concern over the negative impact this could have on the quality of teaching and professionalism in FE colleges — which will in turn affect students, representatives from the Institute for Learning, the University and College Union and the National Union of Students — has put pressure on the government to reverse the decision. The fall in top grades for the second year running, following the recent A-level results, marks a new trend of falling top level grades. This trend surely highlights the need for measures to be taken to improve the standard of teaching, rather than legislation that could lower standards. Many senior figures agree with this viewpoint across FE. Theresa Ann Drowley OBE, chief executive of Redbridge College, said: “The removal of

teacher qualifications will be detrimental to the profession and to learners in colleges. “Teachers who go through the process of gaining teaching qualifications provide reassurance regarding their ability to write and research. This college will continue to require teaching qualifications in our efforts to move the college forward and deliver a quality process.”

“We believe very strongly in maintaining a high standard of teaching across FE”

Jayne Stigger, head of maths and science at Nescot College [North East Surrey College of Technology], said: “Qualified teaching staff actively enable the development of the whole student, motivating and applying specialist techniques to differentiate learning to suit the student. The removal of the need for qualified staff will actively work towards



lowering the standards that FE professionals have worked tirelessly to improve” It's feared the removal of the requirement for FE lecturers to have teaching qualifications could negate the positive impact of the 2012 Ofsted changes within the FE sector. Coming into effect on September 1, last year, these changes were implemented to provide greater focus on the quality of teaching and learning in colleges.

More time is now spent observing lessons and a more robust inspection criteria was supposed to support head teachers and principals in their work to provide the best possible education for pupils and learners. Morgan Hunt is proud to be one of the top recruitment agencies in the UK, offering specialist recruitment services to a wide range of clients. We will not be changing our criteria in regards to recruiting FE lecturers, as we think this would undermine our efforts to supply high calibre candidates to FE clients, as Sue Cooper, director of education at Morgan Hunt, explained. She said: “There is a considerable amount of government investment in initiatives to reduce the number of Neet (not in employment, education or training) young people and increase their employability. “This latest decision by the government to remove the teacher qualifications requirement for lecturers in the FE sector seems contradictory to that mission. We believe very strongly in maintaining a high standard of teaching across FE.” We will therefore still require a teaching qualification from all candidates.

Ruth Mathias, web editor of Morgan Hunt Education recruitment agency

FE Week experts

The familiar face of the Husbands Review

David Harbourne agrees with much of what has been recommended in the Labour skills taskforce review, but recommends a more flexible approach to policy.

There's something vaguely familiar about the apprenticeship reforms proposed by Labour's skills taskforce — also known as the Husbands Review. As it happens, that's not necessarily a bad thing. Take the idea that the word apprenticeship should be reserved for programmes at level three and above, with level two programmes renamed as traineeships. Modern apprenticeships were launched in the early 1990s as level three programmes, when they were expected to compete with A-levels. Meanwhile, the Youth Training Scheme (YTS) gave unemployed young people work experience — and not much else. Sir Ron Dearing said YTS should be reformed, using modern apprenticeships as the template. He came up with a level two framework, which he called National Traineeships. The name didn't last. The government said it was confusing to have two names for apparently similar programmes. Modern apprenticeships became advanced apprenticeships, and national traineeships



Traineeships are the government's latest weapon in the fight against youth unemployment, but, asks Mike Hopkins, what hope do trainees really have of a job in the end and is the free labour offer, that is inherent to the programme, open to abuse?

There appears to have been some frustration at a slow uptake on traineeships in colleges and a belief the sector is therefore missing an opportunity. But Middlesbrough College is delivering traineeships as part of the Employer Ownership Pilot. Trainees are benefitting and the relation-

became apprenticeships. What goes around, comes around. The Husbands Review says level two programmes should be called traineeships. This may actually be a good idea — it's just not new. Next, the review says apprenticeships should last at least two years. One of the big innovations introduced with modern apprenticeships was the abolition of time serving, which had been a key feature of apprenticeships for centuries. The reason was simple — people learn at different speeds. If someone has a real aptitude for a job and becomes fully competent in 18 months, why make them wait another six months before giving them a certificate? I'm not convinced we need rigid rules like this. Then there's compulsory off-the-job training. The Husbands Review says apprenticeships should include a day of off-the-job training every week. Allowing for five weeks of holiday each year, this means 94 days of compulsory off-the-job training in two years. That's another rigid requirement — more than some sectors need and more than some employers could offer. The review also states: “Training standards should be set at sector level by institutions that genuinely represent the interests of employers and young people.”



It recommends doing this through strengthening sector skills councils, although there could be a role for other sector bodies. The central criticism of sector skills councils is that while some are very good, others are not seen as sufficiently representative of employers, particularly small employers. The same criticism was levelled at industry training organisations, which led to the crea-

Beware the dangers of traineeship exploitation

ship with the employer is excellent. But I recognise the sector does have some well-founded concerns. So what are these? I'm worried some employers may use and abuse traineeships. It's true traineeships provide another entry point into work. However, how many trainees will enter into a traineeship with high expectations, when in reality there may be little scope for employment at the end of it? When does it become more about the provider hoovering additional funds, than a genuine route to prosperous and sustainable employment? How much more disillusioned might trainees be if they arrive at the end a traineeship with nowhere to go? Traineeships allow employers to work trainees without paying them and this may provide a mechanism employers implement as an alternative to apprenticeships or paid employment, or as a substitute for employment. So, how do we protect our young people from exploitation? While any initiative to develop opportunities for work experience is to be applauded and is doubtless well-intentioned, I would sound a note of caution. Many providers, including colleges, have invested heavily in securing, for example, work experience for learners. However, to use an old metaphor, there are 'only so many times we can go back to the same well'.

There is a presumption that employers are ready and able to be the agents of social change that government wills them to be. But I am concerned about the weight of expectation and the capacity of employers in the current economic climate to engage with traineeships. “We know there is a fine line between unpaid work experience, that offers skill development, and exploitation”

Employers are being urged to invest more in apprentices, but there is a danger of traineeships becoming an 'instead of' rather than an 'as well as' option. That said, there are progressive employers engaging providers in the development of schemes. They should be commended and perhaps better recognised or rewarded for this. Many employers lay claim to corporate social responsibility, but how many are actively rewarded? How does and should government incentivise employers around this?

tion of national training organisations, which were replaced by ... sector skills councils. The problem here is reach. When I was working for the Hospitality Training Foundation, we aimed to involve around 300 businesses in qualification and apprenticeship design, taking account of sub-sectors, small, medium and large business, the public sector and regional differences. However, there are more than a quarter of a million hotels, cafes, restaurants, pubs and fast-food outlets in the hospitality industry. Three hundred might be a good cross-section, but it excludes 249,700 businesses, any one of which might tell the Husbands Review — or Doug Richard, for that matter — “I wasn't consulted”. Today, the task falls to People 1st (an excellent sector skills council, by the way). It can't reach every hospitality business, but if it's given more resources it'll be able to reach more than it does today. So I support the Husbands Review on this. Invest in sector skills councils and help them do an even better job than they do today. But don't expect critics to be silenced. There will always be employers who complain that they weren't consulted. It's human nature and nothing's going to change that.

David Harbourne, director of policy and research, the Edge Foundation

For example, some would argue the motivation to pursue and secure Investors in People, ISO 9001 is as much about the 'badge' and having it as part of the corporate uniform, so you can tick a box in a pre-qualification questionnaire, as part of a competitive tendering exercise. Would it be a bad thing if employers perceived that being able to tick another box around their commitment to work experience, traineeships, apprenticeships was a pre-requisite in competitive tender situations? Traineeships have the potential to add to boost post-16 skills development, if they are well-funded and credible. But the macro-economic ambition of government to rebalance the economy and return to somewhere near full, prosperous and sustainable employment, is just as important. It's not the fault of young people that the economy is flat and faltering. For colleges, we know there is a fine line between unpaid work experience, that offers skill development, and exploitation. Many young people now find themselves in a state of economic duress and may feel compelled to accept such hours and working conditions. It's important then that the sector uses the key principles of high quality and inclusion when judging the merits of different initiatives.

Mike Hopkins, chief executive of Middlesbrough/Gateshead College Federation.

A year with Hancock on his skills ‘rollercoaster’

Rebecca Cooney
@RebeccaKCooney

It’s been just over a year since Matthew Hancock took up the post of Skills Minister, replacing popular predecessor John Hayes.

So, amid rumours of a looming reshuffle, *FE Week* caught up with the MP for West Suffolk to find out what he thought about the job he’s done the last 12 months.

“It’s been a rollercoaster,” said Mr Hancock, who had his third child in June.

“I think we’ve made some real progress. I’ve also thoroughly enjoyed myself — there have been moments that will live with me always.”

He added one of the most memorable experiences had been witnessing the “great cacophony of skills” at November’s Skills Show, in Birmingham.

Another experience that left its mark on the regularly pink-sweatered 34-year-old was his job-swap with champion BAE Systems apprentice Jenny Westworth a fortnight ago.

“Walking into the hangar with a couple of dozen Typhoon aircraft in various stages of construction and sitting in the cockpit was quite an extraordinary experience,” he said.

The Minister thought key areas of reform he had dealt with included Tech-levels, the Richard Review and traineeships.

“They [traineeships] started out as an idea in October, when the work started in earnest, and the high point of the year was meeting a pilot group of trainees at the House of Commons,” he said.

But there were also lowpoints, including an interview with *Spectator* not long after his

appointment in which it is claimed he likened his rise to the House of Commons with that of Winston Churchill.

“Undoubtedly the low of my year was arriving one minute late for a broadcast about the importance of turning up on time,” said Mr Hancock, referring to an incident when, despite being known for working long hours, he allegedly overslept before an interview with ITV’s *Daybreak* (see the *FE Week* reconstruction, right).

He added: “Policy development is hard graft. It involves effort, work, attention to detail and persuasion.

“There is brilliant work being done across the country to help young people to get the skills they need to get a job.

“What I hope I’ve managed to do with traineeships is give it a structure so the government support is more coherent. I’m proud of it.”

But Mr Hancock was staying tight-lipped on his own hopes for any potential reshuffle.

“As others in my party say about other parts of our government, we’ve made progress but there’s a lot more to do,” he said.



A smiling Matthew Hancock meets dental nursing apprentices at Sandwell College, near Birmingham, in May



Reconstruction



Jenny Westworth, an apprentice at BAE Systems, joined Mr Hancock in March on a ministerial visit to Billingsgate Market, in London



The Skills Minister visits Jenny Westworth at her workplace last month



Mr Hancock with graduates from an employability programme at the House of Commons



HANCOCK TIME

- October 2013
Apprenticeship funding consultation closes
- August 2013
Traineeships and FE Loans open
- July 2013
Apprenticeship funding consultation launched
- July 2013
The FE Guild, re-branded the Education and Training Foundation
- June 2013
Traineeships are extended to those aged 19 to 24 in the spending review
- April 2013
The post of FE Commissioner, who will have the power to shut failing colleges, established
- April 2013
Plans for the technical baccalaureate, providing an alternative to A-level for post-16 education, announced
- March 2013
Hancock launches the Further Education Learning Technology Action Group
- January 2013
Plans for traineeships, government sponsored work experience with English, maths and employability training, announced
- December 2012
Graduate apprenticeships for subjects including law, accountancy and advanced engineering announced
- December 2012
FE colleges told they will be able to enrol 14 to 16-year-olds who wish to study high-quality vocational qualifications from September 2013
- November 2012
Richard Review into future of apprenticeships published and approved
- November 2012
Only the highest-quality vocational qualifications will continue to count in reformed performance tables for colleges and school sixth forms
- October/November 2012
Plans for an FE Guild announced. The guild will take over from the Learning and Skills Improvement Service which will close
- September 2012
Ministerial responsibilities announced at the Department for Business, Innovation and Skills. Matthew Hancock becomes Skills Minister

Practice makes perfect pizza



Matthew Hancock and (below) FE Week reporter Rebecca Cooney

When we saw the latest photo of Mr Hancock spinning a pizza in the air to mark the launch of the PizzaExpress apprenticeship, we knew we had to have a go, too, writes Rebecca Cooney.

Pizzaiolo [or for us Brits, pizza maker] trainer Bepi Uliano guided me through the process at a London branch. First, a round ball of dough about the size of a shotput is teased outwards into a thick circle with the fingertips — then comes the fun part.

The circle of dough is thrown into the air with a twisting motion, known as ‘flaring’.

After a couple of attempts I think I’m doing rather well, until I notice Bepi flaring his dough disc high above his head, around his shoulders and spinning it on the tips of his fingers like a basketball, in one fluid motion. Apparently, it takes a bit more practice.

The whole pizza-making process is surprisingly quick, but it’s definitely one of those things the experts make look easier than it is.

So what’s the secret?

“The dough — if it’s the right dough at the right temperature, and you stress it right, then you have a perfect pizza,” said Bepi, who wanted to be a pizzaiolo since he was just seven.

“And passion, that’s important too,” he added.

Over the next three years PizzaExpress hopes to take on 200 apprentices with its one-year course with City & Guilds and Lifetime Training.

FE Week campus round-up

Plant sale raises funds for Children in Need

A plant sale run by learners raised precious funds for Children in Need.

The South Cheshire College skills for independence and work students sold cyclamens and lavenders, which they had potted themselves, to staff and students to raise around £70 for the charity.

Harriet McConaghy, of Whitchurch, said: “We wanted to raise money for a good cause and we’ve had fun at the same time.”

The main Children in Need television event will take place on November 15, but lecturer John Leese said he was delighted South Cheshire College made a headstart in collecting for the good cause.

He said: “This was a fantastic opportunity for them to showcase their skills and put some early cash in the kitty towards the fantastic Children in Need campaign.”



Students Vicky Scragg, aged 21, and Harriet McConaghy, 18

New magazine showcases creative talent



Cleveland College lecturer Claire Baker

Budding writers, artists and photographers in Yorkshire are being offered the chance to showcase their work in a new college magazine.

Cleveland College of Art & Design students can contribute to Clubzine, run by lecturer and designer Claire Baker.

She said: “Clubzine offers young designers

the opportunity to let their creativity flow by making their own individual publications.”

She added: “The best thing about Clubzine is that it is great fun.

“It gives students from all courses across the college a chance to make new friends as well as learn new techniques.”

Want your college or training provider to appear on these pages?

Send your stories with pictures to news@feweek.co.uk including names, ages and course of students where applicable

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Triathlete’s world championship challenge



Sporty Bryn Davies has to raise more than £1,000 to compete in Hawaii

A Surrey student and champion triathlete is in a race against time to raise more than £1,000 to compete in the World Championships in Hawaii.

Bury College BTec sport student Bryn Davies needs to generate £320 to enter the competition and also cash for his returns flights, which could cost more than £1,000.

His dad Colin said: “The bank of mum and

dad simply can’t find this kind of money in such a short period of time.”

The 17-year-old made it through, having won the 16 to 19 category at the XTERRA England event, beating professional athletes in a 1,500-metre swim, 30km mountain bike ride and a 10km fell run.

Email Bryndavies@gmail.com to help him raise funds for the October 27 event.

Time for tea party at Yorkshire college



From left: student Helen Lindley, Yorkshire Cancer Research senior marketing officer Vikki Fillingham and student Loe Bliss

Staff and students at a college in Yorkshire enjoyed a spot of tea and raised money for charity at the same time.

The Selby College hospitality and catering department baked an array of scones and cakes, which were served with tea and coffee in the college restaurant for a tea party, which raised more than £170 for Yorkshire Cancer Research.

Yorkshire Cancer Research senior marketing

officer Vikki Fillingham said: “We really appreciate the fantastic support that Selby College is giving Yorkshire Cancer Research.

“It’s great that they are hosting their own tea party in such impressive facilities and with such a professional level of service from the students.”

With a year-long fundraising initiative, the college aims to raise more than £10,000 for the charity.

Governor’s stillbirth tragedy leads to charity campaign

A college governor’s tragic loss led colleagues to help raise nearly £10,000 for charity, writes Rebecca Cooney.

A charity cycle took on a personal significance for a college governor and his wife, as college staff helped raise almost £10,000 for a charity dedicated to the memory of their baby daughter.

A four-strong team, from MidKent College, took part in the gruelling Cyclothon UK relay race around the famous Brand’s Hatch motor racing track, in Longfield, Kent.

Their aim was to raise money for governor David Ward’s charity, Abigail’s Footsteps, which campaigns for better support for parents coping with stillbirth and counts television weathergirl Sian Lloyd as a vice president.

David and his wife Jo were expecting their first child in 2009, but at 41 weeks doctors were unable to find a heartbeat and informed them the baby girl they’d named Abigail Rosie-Ann had died.

The couple’s heart-wrenching experiences over the next few days inspired them to set up Abigail’s Footsteps.

“We had a tough time in the hospital — they are geared up for delivering babies and getting mums out, they’re not very good when one dies,” said David.

“Some of the staff have never experienced

it, some of them don’t know how deal with it and a lot of hospitals don’t have the facilities.”

Since Abigail’s death, David and Jo have gone on to have two children, Rueben and Bethany, but continue to campaign to prevent other families from having the experiences they did.

But memory of the ordeal is still raw for Jo and David, who recall how the hospital didn’t have a dedicated space for families in their situation.

“We found out on the Sunday night. Jo was induced on the Monday morning after the final scan and delivered on the Wednesday morning,” said David.

“So for three days we lived in the hospital, in among the delivery suites, hearing the newborn babies crying and the families celebrating, so it wasn’t really a good place.”

One of the charity’s campaigns is for hospitals to have a dedicated bereavement suite.

Jo and David would also like to see information booklets supplied to parents explaining what their options are.

“Your child dies and you have no idea what you can do or what you can’t,” said David.

Such information, he said, should be available to parents, along with details of funeral options and birth and death registrations.

“Things have got to change really,” he said.

Jo said: “We hope that by raising money and awareness through Abigail’s Footsteps



Jo and David Ward, and (inset) from left: sport lecturer William Lee, television weathergirl Sian Lloyd and head of faculty Graham Heath at the charity Cyclothon

we will spare other parents the trauma and devastating loss that we went through.”

Of the 275 riders racing for different charities around a 2.6-mile course in the Cyclothon, 24 were racing for Abigail’s footsteps, with the four MidKent College staff taking on a longer 12-hour solo challenge.

The college team consisted of caretaker Jason Payne, head of faculty for care and community services Graham Heath and sport lecturers Mark Lampard and William Lee.

Along with two non-college teammates, they finished in fourth place after completing 61 laps between them. The Abigail’s Footsteps team efforts raised £9,552 in total.

David said: “It was a good day. Thanks so much to the college for their help and support.”

Mark said: “An amazing day was had by all. It was a privilege to support such a fantastic charity and we are already planning to return next year.”

The charity’s next project is to raise awareness through a specially commissioned film, which follows how a mother deals with a stillbirth on her journey through hospital.

The film will premiere on December 9.

Visit www.abigailsfootsteps.co.uk to donate to Abigail’s Footsteps, or find out more about the Rochester-based charity, founded in 2010.

MOVERS & SHAKERS

Your weekly guide to who’s new and who’s leaving

A Midland college principal has retired after a decade in charge.

Sandwell College’s Val Bailey stepped down on Monday, September 30.

She said: “I will have had the privilege to have been principal and chief executive of Sandwell College for 10 years.

“Those years have afforded me the most amazing range of experiences of my life.

“I have had the luxury of working with what I consider to be the most talented group of staff and senior managers in FE.”

Ms Bailey added: “Having achieved as much as we have, I believe it is time for me to leave Sandwell and hand over this amazing role to a new principal.”

The 6,000-learner college received a grade three inspection result from Ofsted in May 2011.

Ms Bailey’s successor is yet to be appointed.

Val Bailey

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The selection process will take place from 12 to 14 November 2013.

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Learning and Development Manager

Full time, permanent - Salary range £34,213 - £39,572pa


NHC has a national reputation for innovative delivery, we are looking to appoint an individual who will make a significant contribution to our CPD for teachers, trainers and other delivery staff and lead our teacher training programmes. If you have a track record as an outstanding trainer, a passion for innovation and have been successful in contributing towards the development of culture of excellence with respect to teaching, learning and assessment we look forward to hearing from you.

Whilst you will work closely with Assistant Principals and Heads of Curriculum you will be a part of the Quality and Standards Team, led by our Assistant Principal - Quality and Performance.


This is an excellent time to join this ambitious and dynamic College. Please visit our website www.nhc.ac.uk to download the job description and to apply on-line

Closing date: Friday at 5pm on 11th October 2013


Interviews: Friday 18th October 2013




INVESTORS IN PEOPLE | Gold



nbp



MINDFUL EMPLOYER



QUALITY STANDARD

CREATE

BELIEVE

SUCCEED

College Leadership Services

Find us on LinkedIn & Twitter @Expertise_in_FE

Our expertise and commitment lie in Further Education. Does yours?

College Leadership Services is passionate about delivering a range of solutions to our clients.


Our Interim Management and Consultancy service provides outstanding interim managers and experienced consultants who specialise in the Further Education sector.

Due to increasing demand and to meet high levels of growth in this area, we are seeking new college interim managers to expand our growing pool of associates.

We are looking for managers with experience across all areas of curriculum, as well as quality, MIS, finance, learner services and commercial relationships.

If you feel that your skills and expertise can make a difference to the sector, please call David Beynon, Head of Interim Management, on 0115 911 1268 or email dbeynon@collegeleadership.co.uk

Our interim managers are self employed and receive competitive rates of pay.



WILBERFORCE
sixth form college

Saltshouse Road, Hull HU8 9HD

'MAKE IT FURTHER'

Following the promotion of a member of the senior team, the following vacancy has arisen:

■ ASSISTANT PRINCIPAL
Salary £55,553

To start in January 2014, we are seeking a dynamic leader who will play a key role in the development of innovative approaches to independent learning, in part through the direction of a range of support functions, and will serve as a member of the senior team to ensure the highest standards of curriculum delivery and development.

The College has 1,660 students, a range of excellent facilities and is financially strong.


This is an outstanding opportunity for an energetic, skilled and enthusiastic manager to take a lead role in shaping the future of this College.


For further details, please see our website www.wilberforce.ac.uk or contact the Personnel Office via email: personnel@wilberforce.ac.uk or telephone: 01482 711688.


Closing date for receipt of applications:
12.00 noon on Friday 11th October 2013.


Interviews will take place week commencing 21st October 2013.

Wilberforce Sixth Form College has a commitment to safeguarding and promoting the welfare of students and expects all staff to share this commitment. All posts are subject to Enhanced DBS Disclosure.


 PORT

 wilberforce
sixth form college

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 An Associate College of
THE UNIVERSITY OF HULL

www.wilberforce.ac.uk



Director of Operations and Quality

CAREERS@FIRST4SKILLS

First4Skills, one of the UK's largest private work based training providers has an exciting new opportunity for a Director of Operations and Quality.

We have over 30 years' experience and a great track record of ensuring that businesses right across the UK have access to a workforce with the right skills to improve their performance - now and into the future. With access to millions of pounds worth of government funding, we provide high quality, industry recognised qualifications helping to remove the financial pressures for businesses and working as true business partners - putting learners at the heart of everything we do.

Salary up to £70,000 plus car allowance and great benefits package

As Director of Operations and Quality, you will drive effective delivery in a complex, national and multi function service that gives young people and adults qualifications for their future.

Working closely with all stakeholders within the business, this key role will ensure total learner satisfaction is achieved by great service and outstanding delivery of all of our programmes. Our aim is to deliver 100% success. Through operational excellence, successful delivery of our contracts and developing quality solutions including best practice across England and Scotland, you will ensure successful achievement of all regional financial and business objectives.


The successful candidate will have considerable experience at Senior Manager/ Exec level in a similar business and have a proven track record of influencing and contributing to the overall business strategy and achieving objectives. Educated to degree standard (or equivalent) you will have an understanding of work based learning and have highly developed interpersonal, motivational and a great level of enthusiasm.

In return, you will also be entitled to our great benefits package, Handpicked4you which includes company pension and BUPA.

To apply: Information on working with us and full details of all our vacancies, visit our website www.first4skills.com/careers-at-first4skills

First4Skills is an equal opportunities employer - Strictly no agencies

Application closing date 11 October 2013



Education Training and Skills

Adviser – MIS, Icca Education Training and Skills

Salary: Competitive

Icca Education Training and Skills is a leading advisory and solutions provider providing a wide range of services predominantly to Colleges and Private Training Providers operating within the Further Education Sector.

Due to our rapidly increasing workload, we have a vacancy for an experienced and enthusiastic individual to join our successful MIS team.

The ideal candidate will be working in an MIS team and have experience of college systems and processes as well as knowledge of the current and future funding methodologies for 16-18 and Adult Skills.


To find out more, please visit <http://www.icca-ets.com/> or <http://feweek.co.uk/jobs/view/-adviser-mis/>

The opportunities, rewards and benefits make this a fantastic opportunity for the right person.

To apply: please send a CV with details of your current role, relevant experience and salary expectations along with a brief description of why this role is right for you and what you would bring to the team to: ets@icca-ets.com or for an informal and confidential chat please call **Mike Atkinson 07876 871 397**.

BUSINESS PARTNERSHIP MANAGER

Management Spine Points 44-46 - £43,759 to £46,420 37 Hours a week, full year



You will line manage employer and community facing curriculum managers and lead on new and existing commercial activities. These activities include training for apprenticeships, employers, the unemployed and a range of part time courses for adults.

The post is particularly about moving our good employer work to the next level through both increased activity and continued improvement of success rates. You may not be an experienced Further Education (FE) professional, but you must be willing to learn how FE operates. As well as developing our commercial offer you will also lead and manage our part time adult provision.

Shipleigh College is dedicated to creating a professional customer service and wants the best for our trainees and employers.


Shipleigh College is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff to share this commitment. The College is actively


committed to a policy of equality of opportunity for all through education and therefore encourages applications from all regardless of age, disability, economic status, gender, race, religion and beliefs or sexual orientation. Successful candidates will be required, where appropriate, to undergo a Disclosure and Barring service (DBS) Disclosure Check.


HOW TO APPLY - You can download an application pack from our College website www.shipleigh.ac.uk or alternatively to request an application pack, please contact: Shipleigh College, Human Resources on **01274 327249** or email jobs@shipleigh.ac.uk.


Completed application forms should be returned to jobs@shipleigh.ac.uk or alternatively by post to Human Resources, Shipleigh College, Salt Building, Victoria Road, Saltaire, BD18 3LQ.

If you wish to have an informal chat before making an application, please arrange a time with my PA, Susanna Butler on sbutler@shipleigh.ac.uk

 Apprenticeships

 iTeach

 INVESTORS
IN PEOPLE

 POSITIVE ABOUT
DISABLED PEOPLE

Closing Date - 12.00 noon Monday 21 October 2013 | Interview Date - Wednesday 6 November 2013 | Start Date - ASAP

Employability: your key to success

Outstanding support to help
you to unlock potential

At Pearson, we are passionate about the learning providers, colleges and employers we work with.

From approval, set-up, to registration and certification we have shaped a first-class support package.

Our unique range of products and end-to-end service are designed to help learners of all ages to prepare for work, and open doors to boost future employment and skills.

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- Study Programme
- WorkSkills
- Functional Skills

GET IN: to Apprenticeships, work and learning

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- BTEC Higher Apprenticeships

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To receive a free copy of our employability pack, with an overview of Pearson products and services:

Call us on: 02476 518976

Email: wbl@pearson.com



Main Image courtesy of WorldSkillsUK



ALWAYS LEARNING

PEARSON

FE Week Sudoku challenge

		5	9				2	
7			6	8				
		4		7		3		6
							5	8
	8	9				7	4	
5	2							
4		1		2		9		
				4	7			2
	7				9	5		

Difficulty:
EASY

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

Solutions: Next week

7		9				3		1
	3						6	
	2		7		5		8	
8								3
		5				8		
3								7
	7		6		8		4	
	5						3	
2		6				1		8

Difficulty:
MEDIUM

Last Week's solutions

4	6	1	2	3	5	8	9	7
8	2	9	1	4	7	5	6	3
3	5	7	6	9	8	2	1	4
9	7	5	3	1	6	4	8	2
2	1	4	7	8	9	3	5	6
6	3	8	5	2	4	1	7	9
7	4	3	8	6	1	9	2	5
1	9	6	4	5	2	7	3	6
5	8	2	9	7	3	6	4	1

Difficulty:
EASY

7	8	9	6	4	1	3	5	2
1	4	6	5	2	3	8	7	9
5	2	3	7	9	8	1	6	4
8	1	5	9	7	2	4	3	6
6	3	4	1	8	5	9	2	7
2	9	7	4	3	6	5	8	1
3	7	8	2	1	4	6	9	5
9	5	1	8	6	7	2	4	3
4	6	2	3	5	9	7	1	8

Difficulty:
MEDIUM

FE Week mini-mascot

Follow the adventures of *FE Week's*
biggest and smallest fan!



*"Mostly this week I've been
getting my feet wet"*

You can also follow our *FE Week* mini-mascot
on Twitter [@daniellinford](https://twitter.com/daniellinford)